

**Person Specification / Selection Criteria for Teacher at**

**St Joseph’s RC Primary School, Hurst Green**

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

**[A] Faith Commitment**

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|  | **Essential** | **Desirable** | **Source** |
| Catholic Certificate in Religious Studies (CCRS) |  | D | App |

**[B] Qualification Requirements**

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|  | **Essential** | **Desirable** | **Source** |
| Qualified Teacher Status | E |  | App |
| Degree | E |  | App |

**[C] Professional Development**

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|  | **Essential** | **Desirable** | **Source** |
| Evidence of appropriate professional development for the role of primary teacher | E |  | App |
| Has successfully undertaken appropriate Child Protection and Safeguarding training |  | D | App/Int |

**[D] Experience and Knowledge of Teaching**

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|  | **Essential** | **Desirable** | **Source** |
| Teaching experience within the Key Stage 2 Primary Phase | E |  | App/Int |
| Evidence of outstanding teaching in Key Stage 2 setting | E |  | App/Int |
| Able to demonstrate an understanding of the vision of Jesuit Education |  | D | App/Int |
| Able to exemplify how the needs of all pupils (SEN, AGT, EAL) have been met through high-quality teaching | E |  | Int |
| The ability to prepare children for and deliver Key Stage 2 SAT’s. | E |  | App/Int |

**[E] Professional Attributes**

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|  | **Essential** | **Desirable** | **Source** |
| Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies | E |  | Int |
| Show a good commitment to sustained attendance at work | E |  | App |
| Have regard for the need to safeguard pupils’ well-being in accordance with statutory provisions | E |  | App/Int |

**[F] Professional Skills**

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| --- | --- | --- | --- |
| **Qualities and Knowledge** | **Essential** | **Desirable** | **Source** |
| Be able to communicate effectively with parents with regards to pupils’ achievements and well-being | E |  | App |
| Make a positive contribution to the wider life and ethos of the school | E |  | App/Int |

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| **Pupils and Staff** | **Essential** | **Desirable** | **Source** |
| Promote a love of learning | E |  | App/Int |
| Adapt teaching to respond to the strengths and needs of all pupils | E |  | Int |
| Deploy and manage support staff effectively | E |  | Int |
| Show tolerance of and respect for the rights of others | E |  | App |

**[G] Personal Qualities**

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|  | **Essential** | **Desirable** | **Source** |
| Promote St Joseph’s strong educational philosophy and Catholic values | E |  | App/Int |
| Be approachable, person-centred, and able to work within a team, showing enthusiasm, adaptability, and flexibility | E |  | Int |
| Demonstrate personal enthusiasm and commitment to making a positive difference to children and young people | E |  | App |
| Prioritise, plan, and organise themselves and others | E |  | Int |
| Be aware of own strengths and areas for development; listen and reflect constructively; and act upon feedback from others as appropriate | E |  | App |
| Demonstrate a capacity for sustained hard work with energy and vigour | E |  | Int |
| Commitment to the provision of extra-curricular activities |  | D | App/Int |

**[H] Confidential References and Reports**

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| --- | --- |
| A positive and supportive faith reference | D |
| Positive recommendation from all referees, including current employer (if applicable) | E |

**[I] Application Form and Supporting Statement**

The form must be fully completed and legible. Please ensure your letter of application is no more than 1300 words and is completed in Ariel, font size 12.